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From: Otellini
To: Eric Schmidt

Sent: 9/27/2007 1:46:00 AM Subject: FW: Google recruiting

Eric, can you pls help here??? Renee runs all my s/w efforts.. she is not an alarmist.. paul

From: James, Renee

Sent: Wednesday, September 26, 2007 4:42 PM

To: Otellini, Paul

Subject: Google recruiting

Paul,

I am losing so many people to Google.

They are selectively going after my people in Moscow, China, and Santa Clara. The turn over in Moscow is almost 20%. ...and, the belief is the damage is done in Russia – meaning they have what they want already.

We are countering but thought you should know.....

Renee